

Appendix C - Councillor Compensation Survey Results

Municipality	Pop. in 1,000's	Avg. Age	Avg. HH Income In \$1,000's	2018 City Oper. Budget (\$Mill)	Avg. House Value in \$1,000's	# of Council Members and FT/PT	Mayor FT/PT	Base Pay for Council \$	Base Pay for Mayor in \$	Base Pay for Deputy Mayor in \$	Councillor Expenses Budget \$	Mayor Expenses \$	Benefits	Annual Increase	1/3rd Exemption
C 1	C 2	C 3	C 4	C 5	C 6	C 7	C 8	C 9	C 10	C 11	C 12	C 13	C 14	C 15	C 16
Ajax (Lower Tier)	119.7	37.3	112.6	54.2	547	6PT	FT	\$ 37,355.00	\$ 91,177.00		\$ 8,425.00	\$ 13,675.00	No OMERs but get 9% for RRSP		
Pickering (Lower Tier)	91.8	40.4	119.4	58.2	584	7PT	FT	\$ 36,420.00	\$ 87,406.00				13% RRSP Life Insurance		Will be reviewing soon
Clarington (Lower Tier)	92.0	38.9	109.3	70.2	447	6PT	FT	\$ 36,610.00	\$ 91,522.00				OMERs Car allowance - Mayor \$13059/yr, Deputy Mayor \$12652/yr, Councillor \$8670/yr		
Kingston (Single Tier)	123.8	42.3	85.8	378.2	357	12PT	FT	\$ 40,000.00	\$ 116,856.00	\$250/mth for Deputy Mayor	\$ 3,300.00	\$ 5,000.00	OMERs		Conducted a review in April 2018 which took into account elimination of the 1/3rd
Timmins (Single Tier)	41.8	40.5	89.1	142.4	228	8 PT	FT	\$ 22,132.00	\$ 88,071.00				Have same benefits as non-union employees Councillors can opt into OMERs, mayor has to.		Indicated they would be looking at it soon
Sault Ste. Marie (Single Tier)	73.4	44.6	76.7	111.0	235	12 PT	PT	\$ 23,652.20	\$ 73,600.28				Car allowance - Mayor \$401.55/mth, Councillor \$223.01/mth		Expects it'll come up this term of council
Kawartha Lakes (Single Tier)	75.4	46.7	81.9	107.8	348	8 PT ⁽¹⁾	FT	\$ 48,050.00	\$ 111,790.00	\$ 50,970.00			Car allowance - Mayor \$600/mth, Councillor \$300/mth		Have already reviewed and adjusted for 1/3
Barrie (Single Tier)	141.4	38.9	92	229.4	396	10 PT	FT	\$ 33,814.00	\$ 94,760.00						Conducted a review in June 2017 - amounts will be adj in Jan 2019 to ensure same net pay.
Peterborough	81	43.5	73.8	271.3	302	10 PT	FT	\$ 29,059.00	\$ 70,969.00						
Average - Excluding Ptbo	94.9	41.2	95.9	143.9	392.8			\$ 34,754.15	\$ 94,397.79						

Note: 1) Number of Wards in City of Kawartha Lakes were reduced from 16 to 8